

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING WORK PERIOD [ARTICLE 3.01]

PROPOSAL # _____
DATE: March 27, 2014

CITY PROPOSAL:

CONCERN:

CITY PROPOSAL:

Article 3.01 shall read as follows:

3.01 WORK PERIOD

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The City has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Non-Fire Suppression – Members of represented classifications which are assigned to the Training Division, Prevention Division, and other 40-hour work week assignments shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The work week for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning.

Represented members in Non-Fire Suppression assignments may request to work "Alternative Work Schedules" as provide for in Human Resources Policy 912.

III. Fire Investigator Rest and Recovery Period – It is the purpose and intent to provide guidelines to Fire Investigators and their supervisors to ensure that Fire Investigators receive an adequate rest period before work shifts in order to perform their work duties in a safe and efficient manner. This section is a "work in progress" and this section may be modified at any time by the City upon written notice from the City to IAFF as part of a meet and confer process. It is the intent of the City and IAFF to allow Fire Investigators to have seven (7) total consecutive hours for rest and recovery prior to returning to work.

If a Fire Investigator has worked their normal shift (10 hours) in any given 24-hour shift period and is called back to work before the start of their next normal shift and works no less than four (4) consecutive hours after midnight; or if a Fire Investigator is called into work outside of their normal work shift, and as part of that working period, the Fire Investigator does not have at least seven (7) consecutive hours of rest (midnight to 0700) prior to the beginning of their normal work shift then the Fire Investigator has the option to take up to seven (7) consecutive hours off for rest. The City will provide administrative leave, hour-for-hour up to a maximum of four (4) hours, for rest period hours that extend into the employee's normal work shift. The employee may take leave for the remaining rest period hours that also extend into the employee's normal work shift hours. This proposal does not allow a Fire Investigator to voluntarily leave an active fire investigation scene for rest without supervisor approval or to miss a court appearance.

The aforementioned seven consecutive hours the Fire Investigator may take will begin when the Fire Investigator has completed their investigation for the evening and has transmitted their overtime report via email to their supervisor prior to leaving, as is the practice. The employee shall also inform their supervisor of the rest and recovery time they will be taking off. Section III applies only to the following work periods: starting at 12:00 am on the first regularly scheduled day of work and ending at 5:00 pm on the last regularly scheduled day of work. For example, if an employee works four (ten hour) days Monday through Thursday, then the employee would be eligible for rest and recovery time for hours worked starting Monday at 12:00 am and would not be eligible after Thursday at 5:00 pm. Thus, if the employee is called back called back any time between Thursday at 5:00 pm and Sunday 11:59, they would not get rest and recovery time. Section III does not apply to hard holidays, which the employee has off, starting at 12:00 am of the hard holiday and ending 24 hours later.

RESULT:

The City moves towards IAFF's position to provide seven consecutive hours of rest and recovery for fire investigators prior to returning to work the next day.

[End]

Tentative Agreement

Dated: 3-27-14

[Signature]
for the City 3/27/14

Dated: 3-27-14

[Signature]
for IAFF Local 2180